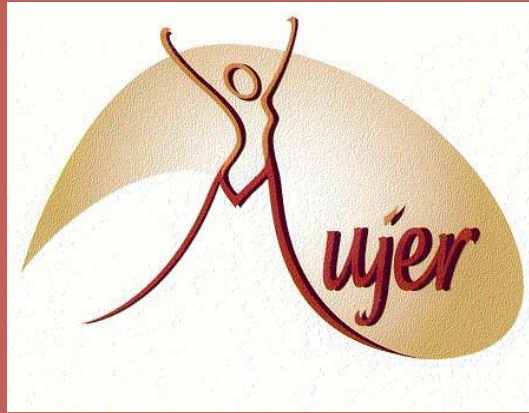


# Leadership Training for Young Immigrant Women





*An organization that promotes the  
integral development of Latin  
American Women*

# MUJER...

- MUJER is a non profit organization working from an inclusive, feminist, anti-racist, anti-oppressive framework.
- We are committed to social change through education and advocacy
- We are committed to achieving social justice for all Latin American women and children.



# Latin American Community



- We come from more than 23 different Spanish speaking countries
- We are a highly heterogeneous community.
- We belong to a variety of different ethnic/race backgrounds, social class, levels of education, different languages.
- Women in our community reflect the diversity of the community in general.

# Leadership Training for Young Latinas on Violence Prevention

- Provides trainees with a theoretical understanding of violence against women
- Develops leadership skills to combat and prevent violence against women and children





# Leadership Training for Young Latinas on Violence Prevention

The project consists of :

- ❖ **Train the trainer:** 15 young Latin American women between 18 and 25 years of age are trained on violence prevention
- ❖ **Passing down the knowledge:** the trainees develop, outreach and implement presentations for younger latinas.



# Why is violence identified as an issue?

- MUJER has identified an escalation of violence against women and children in our community
- The stories of young women and their experiences of violence are heard daily at MUJER



# Issues of violence are a reflection of larger historical, cultural and social problems:

- Families have been impacted by political upheavals and economic instability in their country of origin.
- Many youths come from families who have experienced traumatic war experiences and political persecutions.
- Migration is plagued by distressing and abusive interactions with the immigration officers of the host countries.





# Factors increasing Latin-American women's vulnerability to violence

- High levels of unemployment & poverty
- A high incidence of school drop-outs
- Increase of teenage pregnancy – coercive sex
- Compounded by the racism, discrimination in education and labour
- Clear impact on sense of belonging, motivation, self-esteem



# Why we chose to work with young Latinas ages 18 to 25...

- MUJER's initial target group were pre-adolescents.
- Accessing pre-adolescents was problematic.
- Therefore, we decided to target an older group and through them access the younger group, using the “train the trainer” model.



# What does promoting “healthy and equal relationships” mean for MUJER?

- Understanding violence in a socio-political, historical context including power relationships.
- Analysing and contextualizing issues of self-esteem and sexuality not as an individual responsibility but as part of a more complex social framework.



# How do we build knowledge and skills?

- Strengthening and enriching analytical skills that can be used to critique any kind of social issues, i.e. racism, classism, heterosexism.



# How does MUJER facilitate engagement in the community?

- By identifying areas of need in the community (identifying challenges/strength)
- By providing opportunities to participate at different levels in the community.
- By providing emotional, logistical, and social support.
- By obtaining feedback from community members and participants.



# Recruitment and Selection process

- A) Outreach Strategy
- B) Selection criteria
- C) Letter of intent
- D) Interview process





# A) Outreach Strategy

## Publicity and Promotion:

Eg. Flyers, posters, radio clips, etc

## Medium used to reach candidates:

- Audio and print media in Spanish and English
- Community Centres
- Internet websites
- Educational institutions
- Youth and community groups



# B) Selection Criteria

## Participants

- Should share MUJER's philosophy, of working in an inclusive, feminist, anti-oppressive framework
- Must have a commitment to become agents of social change
- \*Should be aware of issues of violence
- Must be women of Latin-American origin between the ages of 18 and 25, who feel comfortable in English and/or Spanish.



# C) Letter of intent

- Explains why the candidate wants to take the training
- Demonstrates commitment
- Gives background information about the candidate



# D) Interview process

## Why the Interview?

- To find out more about the candidate
- To clarify MUJER's philosophy
- To learn more about candidates' past experiences and expectations
- To find out candidates' understanding of the challenges faced by Latino youth
- To find out language preference



# Workshop #1

## Violence against women in a cultural context

### Objective:

-  to identify the elements of Latin-American culture and Canadian society which promote and justify violence against women.

### Content:

-  historical and cultural factors causing violence
-  Power and privilege in gender roles





# Training delivery





# Putting theory to practice: School Presentations







# School Presentations

## Objective:

- To learn how to develop outreach and planning strategies and presentation's content for younger Latinas at schools.

## Content:



- Develop outreach and planning strategies for education sessions, develop content and prepare materials for presentations.
- In pairs will make presentations to both peer group and advisory group.





# School Presentations

## Outreach:

-  Focused on reaching schools with larger concentration of Latin-American youth.
-  Basic, intermediate and secondary school

## Delivery:

-  2-3 trainees delivered a presentation using a workshop model developed during the preparation stage.




# Latin American Youth Forum on Violence Prevention








“Let’s construct a positive environment, let’s talk about equality”





# Latin American Youth Forum on Violence Prevention





 The forum explored issues of violence versus healthy relationships through activities such as:

-  Round tables for youth and parents,
-  Graffiti,
-  Capoeira,
-  Spoken word,
-  Art exhibits,
-  Literature readings,
-  Round table with government authorities.



# Latin American Youth Forum on Violence Prevention

## Objectives:

-  To provide a **safe space** for youth to express their opinions and ideas on relationships
-  To analyze and exchange ideas on what is a healthy relationship.
-  To provide a space for youth to reflect on the many causes of violence and abuse, it's various manifestations and their consequences.
-  To encourage participants to take on the responsibility each one has to nurture healthy relationships.

